



Finance & Property Services (Combined Budget/Executive & Risk Management)

City of Minneapolis 2011 Employee Engagement Survey

Survey Administered: October/November 2011

KeneXa

Confidential - Prepared by Kenexa

City of Minneapolis 2011 Employee Engagement Survey
Finance & Property Services (Combined Budget/Executive & Risk Management)
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I) Response Summary

City of Minneapolis 2011 Employee Engagement Survey

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I) Response Summary

Report Grouping	Headcount	Surveys Completed	Response Rate
City of Minneapolis Overall	3,894	2,560	66%
Finance & Property Services	241	189	78%
Budget/Executive & Risk Management	0	16	0%
Controller	91	67	74%
Development Finance	10	13	130%
Procurement	9	15	167%
Property Services	67	49	73%
Treasury	46	29	63%

II) Understanding Your Report

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

II) Understanding Your Report

Survey Goals

The 2011 Employee Engagement Survey has three goals:

1. Provide each employee an opportunity to share thoughts on what is working well and where there are opportunities for improvement in the City.
2. Develop effective action plans that respond to Citywide and department specific employee engagement issues.
3. Implement lasting change to our work environment that makes the City a great place to work, and supports the achievement of City goals.

In the past two surveys, the City has been successful in taking action and making changes that are designed to improve the work environment. In response to the 2006 survey, the following are examples of initiatives that were undertaken:

- Implementation of Business Process Improvement (BPI)
- Total Compensation Statements
- Minneapolis Matters Employee Newsletter

In response to the 2009 survey, examples of changes or improvements that were made include:

- The concept of employee engagement was incorporated into the City goal, "A City That Works. City employees high-performing, empowered and engaged."
- Integration of employee engagement and performance excellence into other City processes including Results Minneapolis, Business Planning and the Priority Budgeting Process.
- Alternative Work Arrangements Policy & Procedures

In addition to the efforts above, significant work has been done at the department level through the deployment of departmental and divisional "Survey Champions." In 2009, Survey Champions were trained on report interpretation, provided with access to tools to assist in responding to the survey results and were given access to tools to plan, take action and track progress.

Survey Champions also led or coordinated various response efforts that led to change and initiatives involving:

- Employee Recognition (13 Departments)
- Improving Communication (Nine Departments)
- Employee Involvement (Nine Departments)

Survey Champions are critical to the overall success of the employee engagement process.

City of Minneapolis 2011 Employee Engagement Survey

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II) Understanding Your Report

What's Next?

For the 2011 Employee Engagement Survey, the City used survey research firm Kenexa to provide expertise in developing and administering the survey. In terms of next steps, Kenexa will also provide support to City leadership and departments as they interpret the results, identify key priorities, and create action plans that engage employees and address the survey findings.

In partnership with our Kenexa consultant, Department Heads will identify City-wide key priorities for improvement, based on the survey results. All departments are encouraged to develop survey response teams to address these City-wide priorities and any department opportunities for improvement.

The City Coordinator's Office and the Department of Human Resources will assist and monitor department efforts and help develop any necessary City-wide actions to address the key priorities. Department "Survey Champions" will also have access to online tools to assist them in tracking progress and action planning.

Thank you for your commitment to the next steps in this important work!

City of Minneapolis 2011 Employee Engagement Survey

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II) Understanding Your Report

Before you can share survey results with others in your organization, it is essential to understand the data yourself. This report presents results for your organization and is arranged into several key sections:

Sections within Your Report

Engagement Summary

Engagement is a combination of perceptions that have a positive impact on behavior. These perceptions include satisfaction, commitment, pride, loyalty, a strong sense of personal responsibility, and a willingness to be an advocate for the organization.

Engagement Priority Items

This section of the report displays the Engagement Index results and the top priorities for engagement. The Engagement Index is a subset of survey items specifically designed to measure the engagement of respondents. The engagement priority items, listed in rank order of importance, identify the issues that are most likely to influence engagement in your work population.

The engagement priority items have been determined using a Pearson correlation analysis technique. This analysis utilizes your survey data to determine how closely specific attitudes/opinions, measured by your survey items, are related to the engagement of your work population. These priorities can have a significant influence on engagement, and should be a focus for action planning. An improvement in the priority item scores will have the greatest impact on engagement.

A minimum of 30 valid responses is required to perform the analysis. If your workgroup had fewer than 30 valid responses, you will see the priority items for a higher level in the organization, which is noted above the priority items.

Performance Excellence Summary

Performance Excellence focuses on critical areas leading to an organization's success such as customer focus and an emphasis on quality. These are things that support employees' ability to get the work done.

Diversity and Inclusion Index

Diversity & Inclusion creates the feeling of being wanted, respected and valued regardless of individual differences. It ensures the opportunity for personal success within a workspace where trust, sensitivity, and respect for the individual is ingrained in the culture.

Behavior Change Index

The Behavior Change Index measures the amount of action taken in response to the previous survey. Experience has demonstrated that constructively acting upon survey results leads to higher response rates and higher scores in subsequent surveys and consequent improvements in performance.

Most Favorable / Most Unfavorable Summary

This section reflects your team's highest and lowest scoring items. Specifically, the Most Favorable items represent those with the highest Percent Favorable and the Most Unfavorable items represent those with the highest Percent Unfavorable scores.

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II) Understanding Your Report

Theme Summary

To facilitate interpretation, your survey items are grouped into topic areas, or themes. These results are provided to give an overall representation for items with a similar focus.

Item Summary

This section uses a combination of bar charts and tables to display results and comparative data for all of your survey items, which are grouped by theme.

What to look for...

When comparing your results to those of other groups or to previous survey results, use the following guidelines to determine whether differences are meaningful.

If number of respondents in smallest unit compared is ...	Look for differences in Percent Favorable of...
100 or more	5% points or more
50 to 99	10% points or more
Less than 50	15% points or more

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

II) Understanding Your Report

Sample Results

Report Grouping	Valid Returns						2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable		Percent Neutral		Percent Unfavorable					
City Overall	500	28		38		16 10 8	66%	64%	75%	89%	S
Department	100	8	15	30	27	20	23%	30%	75%	89%	O
Division	3						--	--	--	--	--

Valid Returns

This number indicates how many employees provided an answer for a specific item in the survey. An "Unable to Rate" response is not considered valid. Thus Unable to Rate responses are not included in the "Valid Returns" count.

Bar Chart

To facilitate the interpretation of results, responses are grouped into three categories:

Percent Favorable - Top two most favorable responses (i.e. Strongly Agree & Agree)

Percent Neutral - Neither favorable nor unfavorable response (i.e. Neither Agree nor Disagree)

Percent Unfavorable - Bottom two least favorable responses (i.e. Strongly Disagree & Disagree)

2011 % Fav

The percentage of respondents who selected the most positive responses, typically the top two.

2011 % Unfav

The percentage of respondents who selected the most negative responses, typically the bottom two.

2009 % Fav

The percentage of respondents who selected the most positive responses, typically the top two. These values, if present, are reported from the previous survey administration.

City's Most Engaged Units

In order to calculate the "Most Engaged Units" we rank the work units within the City by their Employee Engagement scores; then, we select the top 20%. These groups make up the "Most Engaged Units" and become your internal benchmark. Scores for each question on the survey are then calculated for this group and offered for comparison purpose.

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

II) Understanding Your Report

Kenexa US World Norm

The Kenexa US World Norm is a composite of employee response for US based organizations. It provides comparative results that represent the average scores across multiple organizations.

S/O (Strengths / Opportunities)

An “S” or an “O” in this column identifies items that are possible Strengths or Opportunities for improvement scores. The guidelines below were used to determine which items represent strengths and which are opportunities for your organization. If your results don’t meet either of the criteria, consider them “midrange” results.

	Strengths	Opportunities for Improvement
Percent Favorable	65% or greater, and	50% or less, and
Percent Unfavorable	less than 20%	either 20% or greater, OR
Percent Neutral	--	30% or more

These guidelines should be used in interpreting all of the theme and item results contained in this report.

Insufficient Data to Report












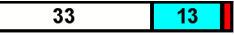





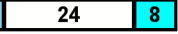









Double dashes (--) are displayed for a report group when the number of responses for the item or theme being reported did not meet the minimum requirement of 10 responses for reporting, or when scores are not available for an item or theme.

III) Engagement Summary

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

III) Engagement Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Engagement								
City of Minneapolis Overall				56%	57%	73%	70%	
Finance & Property Services				59%	66%	73%	70%	
Budget/Executive & Risk Management				53%	65%	73%	70%	
Controller				63%	63%	73%	70%	
Development Finance				69%	67%	73%	70%	S
Procurement				56%	--	73%	70%	
Property Services				53%	--	73%	70%	
Treasury				57%	66%	73%	70%	

Survey Items Included

33. I rarely think about looking for a new job with another organization (if retiring or going on leave within the next 12 months, please do not answer this question).
34. I am proud to work for the City.
35. I would recommend the City as a great place to work.
36. Overall, I am extremely satisfied with the City as a place to work.

Priority Items

Items Determined by: Finance & Property Services

Scores Displayed for: Finance & Property Services

	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
7. There is a promising future for me at the City. (City Overall)	42%	50%	56%	60%	O
54. I feel valued as an employee of the City. (Recognition)	53%	57%	69%	62%	
61. I am satisfied with my opportunity for career development in the City. (Training & Development)	42%	51%	54%	59%	O
6. City Leadership shows concern for the well-being and morale of employees. (City Overall)	35%	48%	57%	78%	O
40. My Department Leadership complies with the City's Ethics in Government Code. (Ethics)	71%	--	80%	--	S
27. In my department, all employees have equal opportunity for promotion and/or advancement. (Diversity & Inclusion)	38%	--	52%	73%	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

Priority Items

Items Determined by: Finance & Property Services

Scores Displayed for: Finance & Property Services




























	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
62. I am satisfied with my access to learning and development opportunities. (Training & Development)	60%	--	68%	67%	
5. I have confidence in the future of my department. (City Overall)	58%	59%	67%	74%	
39. City Leadership complies with the City's Ethics in Government Code. (Ethics)	65%	--	72%	--	S
30. City employees are encouraged to be innovative, that is, to develop new and better ways of doing things. (Employee Involvement)	59%	61%	64%	73%	

IV) Performance Excellence Summary

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IV) Performance Excellence Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Performance Excellence Index								
City of Minneapolis Overall				57%	55%	74%	72%	
Finance & Property Services				62%	62%	74%	72%	
Budget/Executive & Risk Management				71%	62%	74%	72%	S
Controller				59%	56%	74%	72%	
Development Finance				84%	68%	74%	72%	S
Procurement				73%	--	74%	72%	S
Property Services				52%	--	74%	72%	
Treasury				63%	62%	74%	72%	

Survey Items Included

- 18. Where I work, customer feedback is used to improve our work processes.
- 21. Where I work, employees are getting the training and development needed to keep up with customer demands.
- 22. Customer problems get corrected quickly.
- 49. Where I work, we set clear performance standards for product/service quality.
- 4. My Department Leadership is committed to providing high quality products and services to customers.
- 31. City employees are encouraged to participate in making decisions that affect their work.
- 65. The people I work with cooperate to get the job done.

V) Diversity and Inclusion Index

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

V) Diversity and Inclusion Index

	<div><div></div><div></div></div>	<div></div>	<div><div></div><div></div></div>						
	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
Diversity and Inclusion Index									
City of Minneapolis Overall	19	43	2098	62%	--	72%	--		
Finance & Property Services	16	46	2485	62%	--	72%	--		
Budget/Executive & Risk Management	20	52	217	72%	--	72%	--	S	
Controller	14	47	2676	61%	--	72%	--		
Development Finance	22	43	2212	65%	--	72%	--	S	
Procurement	14	42	319	57%	--	72%	--		
Property Services	11	49	2596	60%	--	72%	--		
Treasury	25	40	1898	65%	--	72%	--	S	

Survey Items Included

- 23. My department has a strong track record of hiring people from diverse backgrounds.
- 24. The City makes it easy for people from diverse backgrounds to fit in and be accepted.
- 25. City Leadership is committed to creating a work environment that respects diversity and fosters workplace equity.
- 26. The City values diversity in gender, race, disability, and thought.
- 27. In my department, all employees have equal opportunity for promotion and/or advancement.
- 28. I actively seek out and encourage diverse ideas, opinions, and perspectives in working with others.
- 59. Where I work, I am treated with dignity and respect.

VI) Kenexa Behavior Change Index

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

VI) Kenexa Behavior Change Index

	<div><div></div><div></div></div>	<div></div>	<div><div></div><div></div></div>						
	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
Behavior Change (KBCI)									
City of Minneapolis Overall	<div><div>18</div><div>38</div></div>	<div><div>23</div></div>	<div><div>12</div><div>9</div></div>	56%	--	69%	--		
Finance & Property Services	<div><div>29</div><div>41</div></div>	<div><div>17</div></div>	<div><div>9</div><div>5</div></div>	69%	--	69%	--	S	
Budget/Executive & Risk Management	<div><div>57</div></div>	<div><div>30</div></div>	<div><div>5</div><div>7</div><div>1</div></div>	86%	--	69%	--	S	
Controller	<div><div>24</div><div>53</div></div>	<div><div>15</div></div>	<div><div>5</div><div>1</div></div>	77%	--	69%	--	S	
Development Finance	<div><div>49</div></div>	<div><div>29</div></div>	<div><div>17</div><div>6</div></div>	77%	--	69%	--	S	
Procurement	<div><div>14</div><div>51</div></div>	<div><div>19</div></div>	<div><div>14</div><div>1</div></div>	65%	--	69%	--	S	
Property Services	<div><div>21</div><div>29</div></div>	<div><div>27</div></div>	<div><div>13</div><div>10</div></div>	50%	--	69%	--	O	
Treasury	<div><div>37</div><div>35</div></div>	<div><div>11</div></div>	<div><div>10</div><div>7</div></div>	72%	--	69%	--	S	

Survey Items Included

8. I was given an opportunity to see/hear about the 2009 Employee Survey results.
9. I was given the opportunity to discuss my ideas about the results of the 2009 Employee Survey.
10. My Department Leadership has taken action based on the feedback received from the 2009 Employee Survey.

VII) Most Favorable/Most Unfavorable Summary

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

VII) Most Favorable/Most Unfavorable Summary

Most Favorable Items	2011 % Fav	2011 % Unfav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm
Finance & Property Services					
8. I was given an opportunity to see/hear about the 2009 Employee Survey results.	87%	6%	--	83%	--
65. The people I work with cooperate to get the job done.	83%	9%	82%	80%	80%
32. I believe part of my job responsibility is to take the initiative to improve City services.	81%	6%	82%	85%	--
13. I understand how my work fits into the goals of the City.	77%	9%	76%	83%	84%
38. The people I work with comply with the City's Ethics in Government Code.	76%	5%	79%	77%	--
48. The City supports me via programs, resources, etc., in attaining my health and wellness goals.	76%	6%	--	83%	71%
57. Safety in the workplace is a high priority.	75%	6%	65%	83%	85%
19. There is a strong emphasis on customer service in my department.	74%	13%	75%	84%	--
41. I would report suspected violations of the City's Ethics in Government Code.	73%	6%	80%	78%	--
46. The employee benefit plans offered by the City meet my needs.	73%	14%	80%	81%	70%




















Most Unfavorable Items	2011 % Fav	2011 % Unfav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm
Finance & Property Services					
66. Where I work, we have enough people to get the work done.	37%	48%	37%	49%	56%
33. I rarely think about looking for a new job with another organization (if retiring or going on leave within the next 12 months, please do not answer this question).	45%	39%	52%	60%	57%
6. City Leadership shows concern for the well-being and morale of employees.	35%	37%	48%	57%	78%
27. In my department, all employees have equal opportunity for promotion and/or advancement.	38%	37%	--	52%	73%
55. I regularly receive appropriate recognition when I do a good job.	44%	33%	48%	57%	58%
61. I am satisfied with my opportunity for career development in the City.	42%	32%	51%	54%	59%
53. I receive recognition that is meaningful to me.	46%	32%	--	62%	--
11. Where I work, we are told of upcoming changes in time to prepare for them.	49%	30%	53%	64%	62%
47. My pay is competitive compared to people doing similar jobs in other organizations.	50%	30%	53%	64%	51%
21. Where I work, employees are getting the training and development needed to keep up with customer demands.	54%	30%	50%	70%	61%

VIII) Theme Summary

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)




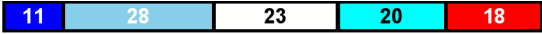




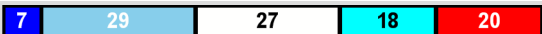
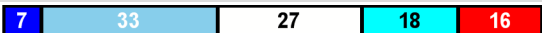




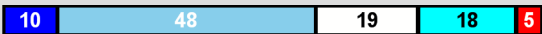




VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Engagement								
City of Minneapolis Overall				56%	57%	73%	70%	
Finance & Property Services				59%	66%	73%	70%	
Budget/Executive & Risk Management				53%	65%	73%	70%	
Controller				63%	63%	73%	70%	
Development Finance				69%	67%	73%	70%	S
Procurement				56%	--	73%	70%	
Property Services				53%	--	73%	70%	
Treasury				57%	66%	73%	70%	
Behavior Change (KBCI)								
City of Minneapolis Overall				56%	--	69%	--	
Finance & Property Services				69%	--	69%	--	S
Budget/Executive & Risk Management				86%	--	69%	--	S
Controller				77%	--	69%	--	S
Development Finance				77%	--	69%	--	S
Procurement				65%	--	69%	--	S
Property Services				50%	--	69%	--	O
Treasury				72%	--	69%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)















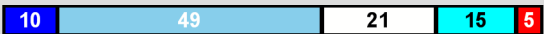




VIII) Theme Summary

									
	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
City Overall									
City of Minneapolis Overall				39%	42%	60%	71%	O	
Finance & Property Services				45%	52%	60%	71%	O	
Budget/Executive & Risk Management				54%	60%	60%	71%		
Controller				43%	45%	60%	71%	O	
Development Finance				72%	58%	60%	71%	S	
Procurement				36%	--	60%	71%	O	
Property Services				40%	--	60%	71%	O	
Treasury				47%	52%	60%	71%	O	
Communications									
City of Minneapolis Overall				55%	53%	73%	--		
Finance & Property Services				58%	61%	73%	--		
Budget/Executive & Risk Management				83%	74%	73%	--	S	
Controller				58%	54%	73%	--		
Development Finance				81%	65%	73%	--	S	
Procurement				65%	--	73%	--		
Property Services				41%	--	73%	--	O	
Treasury				57%	59%	73%	--		

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)




















































VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Community Engagement								
City of Minneapolis Overall				63%	59%	80%	--	
Finance & Property Services				59%	55%	80%	--	
Budget/Executive & Risk Management				69%	62%	80%	--	S
Controller				58%	45%	80%	--	
Development Finance				79%	83%	80%	--	S
Procurement				70%	--	80%	--	S
Property Services				53%	--	80%	--	
Treasury				51%	51%	80%	--	
Customer Service & Quality								
City of Minneapolis Overall				58%	58%	76%	--	
Finance & Property Services				61%	63%	76%	--	
Budget/Executive & Risk Management				65%	60%	76%	--	S
Controller				59%	58%	76%	--	
Development Finance				89%	77%	76%	--	S
Procurement				76%	--	76%	--	S
Property Services				50%	--	76%	--	O
Treasury				61%	64%	76%	--	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)















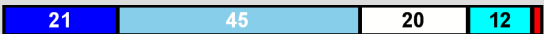




VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Department Leadership								
City of Minneapolis Overall				52%	50%	74%	70%	
Finance & Property Services				63%	65%	74%	70%	
Budget/Executive & Risk Management				78%	70%	74%	70%	S
Controller				66%	58%	74%	70%	S
Development Finance				81%	69%	74%	70%	S
Procurement				53%	--	74%	70%	
Property Services				48%	--	74%	70%	O
Treasury				72%	69%	74%	70%	S
Diversity and Inclusion Index								
City of Minneapolis Overall				62%	--	72%	--	
Finance & Property Services				62%	--	72%	--	
Budget/Executive & Risk Management				72%	--	72%	--	S
Controller				61%	--	72%	--	
Development Finance				65%	--	72%	--	S
Procurement				57%	--	72%	--	
Property Services				60%	--	72%	--	
Treasury				65%	--	72%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)




VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Diversity & Inclusion								
City of Minneapolis Overall				60%	64%	70%	--	
Finance & Property Services				61%	69%	70%	--	
Budget/Executive & Risk Management				70%	73%	70%	--	S
Controller				59%	63%	70%	--	
Development Finance				60%	53%	70%	--	
Procurement				53%	--	70%	--	
Property Services				61%	--	70%	--	
Treasury				63%	78%	70%	--	
Elected Officials								
City of Minneapolis Overall				69%	72%	79%	--	S
Finance & Property Services				71%	68%	79%	--	S
Budget/Executive & Risk Management				88%	90%	79%	--	S
Controller				67%	65%	79%	--	S
Development Finance				75%	67%	79%	--	S
Procurement				80%	--	79%	--	S
Property Services				63%	--	79%	--	
Treasury				79%	69%	79%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)




VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Employee Involvement								
City of Minneapolis Overall	15	40	21 14 11	55%	48%	70%	--	
Finance & Property Services	15	45	24 9 7	60%	59%	70%	--	
Budget/Executive & Risk Management	19	58	19	77%	70%	70%	--	S
Controller	9	45	28 11 6	54%	50%	70%	--	
Development Finance	28	47	20 5	75%	58%	70%	--	S
Procurement	13	53	16 13	67%	--	70%	--	S
Property Services	12	41	29 11 7	53%	--	70%	--	
Treasury	24	41	15 10 9	65%	61%	70%	--	S
Ethics								
City of Minneapolis Overall	17	44	21 9 8	61%	60%	74%	--	
Finance & Property Services	18	51	22	69%	73%	74%	--	S
Budget/Executive & Risk Management	21	64	13	85%	83%	74%	--	S
Controller	14	53	21 6 5	68%	68%	74%	--	S
Development Finance	26	49	20 5	75%	75%	74%	--	S
Procurement	22	44	25 8	66%	--	74%	--	S
Property Services	14	54	24	68%	--	74%	--	S
Treasury	23	42	25 5 5	65%	71%	74%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)




VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Immediate Supervisor								
City of Minneapolis Overall	30	37	13 11 9	67%	68%	76%	70%	
Finance & Property Services	28	37	14 13 9	65%	70%	76%	70%	
Budget/Executive & Risk Management	24	46	17 8 5	70%	73%	76%	70%	S
Controller	26	46	11 11 5	72%	69%	76%	70%	S
Development Finance	49	31	20	80%	69%	76%	70%	S
Procurement	50	23	10 8 8	73%	--	76%	70%	S
Property Services	25	26	13 22 14	52%	--	76%	70%	
Treasury	21	35	18 13 13	56%	67%	76%	70%	
Pay & Benefits								
City of Minneapolis Overall	16	50	16 11 6	67%	57%	76%	64%	S
Finance & Property Services	15	51	17 11 5	66%	67%	76%	64%	S
Budget/Executive & Risk Management	10	58	15 13	69%	74%	76%	64%	S
Controller	15	48	18 13 6	63%	62%	76%	64%	
Development Finance	21	66	11	87%	75%	76%	64%	S
Procurement	48	27	20	50%	--	76%	64%	O
Property Services	16	56	15 8 5	72%	--	76%	64%	S
Treasury	22	41	17 10 9	63%	73%	76%	64%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

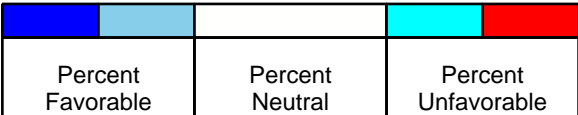



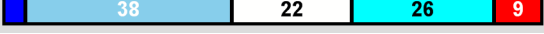












VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Performance Excellence Index								
City of Minneapolis Overall	17	40	20 14 9	57%	55%	74%	72%	
Finance & Property Services	15	47	20 13 5	62%	62%	74%	72%	
Budget/Executive & Risk Management	20	52	18 11	71%	62%	74%	72%	S
Controller	11	48	22 14 5	59%	56%	74%	72%	
Development Finance	32	52	13	84%	68%	74%	72%	S
Procurement	21	51	12 10 6	73%	--	74%	72%	S
Property Services	11	40	23 18 7	52%	--	74%	72%	
Treasury	15	47	19 10 8	63%	62%	74%	72%	
Performance Feedback								
City of Minneapolis Overall	22	45	13 11 8	67%	66%	68%	--	S
Finance & Property Services	17	50	15 12 6	67%	64%	68%	--	S
Budget/Executive & Risk Management	28	54	11	83%	57%	68%	--	S
Controller	11	47	16 18 8	58%	58%	68%	--	
Development Finance	41	49	8	90%	67%	68%	--	S
Procurement	9	66	16 7	75%	--	68%	--	S
Property Services	12	54	17 11 6	66%	--	68%	--	S
Treasury	23	42	17 11 7	65%	73%	68%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)
















































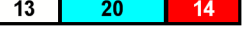



VIII) Theme Summary

		2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Recognition						
City of Minneapolis Overall		48%	45%	63%	--	O
Finance & Property Services		46%	47%	63%	--	O
Budget/Executive & Risk Management		48%	57%	63%	--	O
Controller		42%	42%	63%	--	O
Development Finance		76%	47%	63%	--	S
Procurement		53%	--	63%	--	
Property Services		41%	--	63%	--	O
Treasury		49%	45%	63%	--	O
Training & Development						
City of Minneapolis Overall		53%	52%	66%	--	
Finance & Property Services		54%	59%	66%	--	
Budget/Executive & Risk Management		66%	57%	66%	--	S
Controller		54%	57%	66%	--	
Development Finance		78%	67%	66%	--	S
Procurement		64%	--	66%	--	
Property Services		42%	--	66%	--	O
Treasury		54%	55%	66%	--	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

VIII) Theme Summary

				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
	Percent Favorable	Percent Neutral	Percent Unfavorable					
Work Environment								
City of Minneapolis Overall				66%	63%	78%	78%	S
Finance & Property Services				71%	67%	78%	78%	S
Budget/Executive & Risk Management				87%	71%	78%	78%	S
Controller				68%	61%	78%	78%	S
Development Finance				81%	79%	78%	78%	S
Procurement				67%	--	78%	78%	S
Property Services				68%	--	78%	78%	S
Treasury				71%	67%	78%	78%	S
Work Support								
City of Minneapolis Overall				57%	59%	68%	69%	
Finance & Property Services				62%	63%	68%	69%	
Budget/Executive & Risk Management				67%	70%	68%	69%	S
Controller				65%	61%	68%	69%	
Development Finance				92%	86%	68%	69%	S
Procurement				57%	--	68%	69%	
Property Services				53%	--	68%	69%	
Treasury				60%	55%	68%	69%	


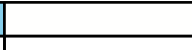


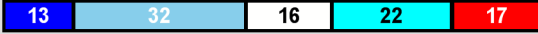



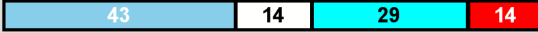










IX) Item Summary

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group



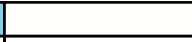


































	Valid Returns				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Engagement									
33. I rarely think about looking for a new job with another organization (if retiring or going on leave within the next 12 months, please do not answer this question).									
City of Minneapolis Overall	2,345				49%	49%	60%	57%	O
Finance & Property Services	179				45%	52%	60%	57%	O
Budget/Executive & Risk Management	16				31%	57%	60%	57%	O
Controller	64				48%	46%	60%	57%	O
Development Finance	12				50%	67%	60%	57%	O
Procurement	14				43%	--	60%	57%	O
Property Services	47				40%	--	60%	57%	O
Treasury	26				50%	54%	60%	57%	O
34. I am proud to work for the City.									
City of Minneapolis Overall	2,496				68%	70%	83%	79%	S
Finance & Property Services	187				72%	77%	83%	79%	S
Budget/Executive & Risk Management	16				81%	76%	83%	79%	S
Controller	66				76%	75%	83%	79%	S
Development Finance	13				92%	67%	83%	79%	S
Procurement	15				60%	--	83%	79%	
Property Services	48				67%	--	83%	79%	S
Treasury	29				66%	81%	83%	79%	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



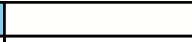


















	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Engagement									
35. I would recommend the City as a great place to work.									
City of Minneapolis Overall	2,512		23		53%	55%	73%	72%	
Finance & Property Services	186		24		57%	68%	73%	72%	
Budget/Executive & Risk Management	16		31		56%	67%	73%	72%	
Controller	64		22		63%	66%	73%	72%	
Development Finance	13		31		54%	67%	73%	72%	
Procurement	15		13		60%	--	73%	72%	
Property Services	49		29		53%	--	73%	72%	
Treasury	29		17		52%	69%	73%	72%	
36. Overall, I am extremely satisfied with the City as a place to work.									
City of Minneapolis Overall	2,516		21		54%	55%	74%	72%	
Finance & Property Services	188		20		60%	65%	74%	72%	
Budget/Executive & Risk Management	16		38		44%	62%	74%	72%	O
Controller	67		19		64%	66%	74%	72%	
Development Finance	13		23		77%	67%	74%	72%	S
Procurement	15		13		60%	--	74%	72%	
Property Services	49		18		53%	--	74%	72%	
Treasury	28		18		61%	60%	74%	72%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	    	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Behavior Change (KBCI)										
8. I was given an opportunity to see/hear about the 2009 Employee Survey results.										
City of Minneapolis Overall	2,352		24	53	13	77%	--	83%	--	S
Finance & Property Services	180		39	48	8	87%	--	83%	--	S
Budget/Executive & Risk Management	15		73	27		100%	--	83%	--	S
Controller	66		36	59	5	95%	--	83%	--	S
Development Finance	11		55	36	9	91%	--	83%	--	S
Procurement	14		29	57	7	86%	--	83%	--	S
Property Services	46		26	43	17	70%	--	83%	--	S
Treasury	28		46	39	7	86%	--	83%	--	S
9. I was given the opportunity to discuss my ideas about the results of the 2009 Employee Survey.										
City of Minneapolis Overall	2,298		16	34	24	50%	--	64%	63%	O
Finance & Property Services	179		28	40	16	68%	--	64%	63%	S
Budget/Executive & Risk Management	14		50	36	7	86%	--	64%	63%	S
Controller	65		18	58	14	77%	--	64%	63%	S
Development Finance	12		58	17	17	75%	--	64%	63%	S
Procurement	14		7	57	21	64%	--	64%	63%	
Property Services	46		26	24	24	50%	--	64%	63%	O
Treasury	28		43	25	14	68%	--	64%	63%	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group

	Valid Returns	<div><div></div><div></div><div></div></div> Percent Favorable	<div><div></div><div></div><div></div></div> Percent Neutral	<div><div></div><div></div><div></div></div> Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Behavior Change (KBCI)									
10. My Department Leadership has taken action based on the feedback received from the 2009 Employee Survey.									
City of Minneapolis Overall	2,235	<div><div>13</div><div>26</div><div></div></div>	<div><div></div><div>32</div><div></div></div>	<div><div></div><div>16</div><div>13</div></div>	40%	--	59%	--	O
Finance & Property Services	176	<div><div>18</div><div>34</div><div></div></div>	<div><div></div><div>28</div><div></div></div>	<div><div></div><div>14</div><div>6</div></div>	52%	--	59%	--	
Budget/Executive & Risk Management	15	<div><div>47</div><div></div><div></div></div>	<div><div></div><div>27</div><div></div></div>	<div><div></div><div>13</div><div>13</div></div>	73%	--	59%	--	S
Controller	64	<div><div>17</div><div>41</div><div></div></div>	<div><div></div><div>28</div><div></div></div>	<div><div></div><div>9</div><div>5</div></div>	58%	--	59%	--	
Development Finance	12	<div><div>33</div><div></div><div></div></div>	<div><div></div><div>33</div><div></div></div>	<div><div></div><div>33</div><div></div></div>	67%	--	59%	--	S
Procurement	15	<div><div>7</div><div>40</div><div></div></div>	<div><div></div><div>27</div><div></div></div>	<div><div></div><div>27</div><div></div></div>	47%	--	59%	--	O
Property Services	44	<div><div>9</div><div>20</div><div></div></div>	<div><div></div><div>41</div><div></div></div>	<div><div></div><div>18</div><div>11</div></div>	30%	--	59%	--	O
Treasury	26	<div><div>19</div><div>42</div><div></div></div>	<div><div></div><div>12</div><div></div></div>	<div><div></div><div>15</div><div>12</div></div>	62%	--	59%	--	

City Overall

5. <input type="checkbox"/> I have confidence in the future of my department.									
City of Minneapolis Overall	2,515	<div><div>17</div><div>27</div><div></div></div>	<div><div></div><div>19</div><div></div></div>	<div><div></div><div>19</div><div>18</div></div>	45%	46%	67%	74%	O
Finance & Property Services	189	<div><div>17</div><div>41</div><div></div></div>	<div><div></div><div>19</div><div></div></div>	<div><div></div><div>11</div><div>12</div></div>	58%	59%	67%	74%	
Budget/Executive & Risk Management	16	<div><div>31</div><div></div><div></div></div>	<div><div></div><div>44</div><div></div></div>	<div><div></div><div>19</div><div>6</div></div>	75%	71%	67%	74%	S
Controller	67	<div><div>12</div><div>48</div><div></div></div>	<div><div></div><div>22</div><div></div></div>	<div><div></div><div>9</div><div>9</div></div>	60%	49%	67%	74%	
Development Finance	13	<div><div>46</div><div></div><div></div></div>	<div><div></div><div>46</div><div></div></div>	<div><div></div><div>8</div><div></div></div>	92%	67%	67%	74%	S
Procurement	15	<div><div>20</div><div>20</div><div>13</div></div>	<div><div></div><div>13</div><div></div></div>	<div><div></div><div>33</div><div></div></div>	40%	--	67%	74%	O
Property Services	49	<div><div>8</div><div>37</div><div></div></div>	<div><div></div><div>20</div><div></div></div>	<div><div></div><div>14</div><div>20</div></div>	45%	--	67%	74%	O
Treasury	29	<div><div>24</div><div>38</div><div></div></div>	<div><div></div><div>14</div><div></div></div>	<div><div></div><div>17</div><div>7</div></div>	62%	62%	67%	74%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group



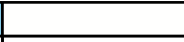


	Valid Returns	<div><div></div>Percent Favorable</div>	<div><div></div>Percent Neutral</div>	<div><div></div>Percent Unfavorable</div>	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
City Overall									
6. <input type="checkbox"/> City Leadership shows concern for the well-being and morale of employees.									
City of Minneapolis Overall	2,515	<div><div>7</div><div>27</div></div>	<div><div>19</div></div>	<div><div>24</div><div>22</div></div>	34%	36%	57%	78%	O
Finance & Property Services	185	<div><div>5</div><div>30</div></div>	<div><div>28</div></div>	<div><div>23</div><div>14</div></div>	35%	48%	57%	78%	O
Budget/Executive & Risk Management	16	<div><div>6</div><div>38</div></div>	<div><div>44</div></div>	<div><div>6</div><div>6</div></div>	44%	57%	57%	78%	O
Controller	63	<div><div>5</div><div>25</div></div>	<div><div>29</div></div>	<div><div>29</div><div>13</div></div>	30%	40%	57%	78%	O
Development Finance	13	<div><div>8</div><div>38</div></div>	<div><div>31</div></div>	<div><div>23</div></div>	46%	50%	57%	78%	O
Procurement	15	<div><div>40</div></div>	<div><div>27</div></div>	<div><div>13</div><div>20</div></div>	40%	--	57%	78%	O
Property Services	49	<div><div>6</div><div>29</div></div>	<div><div>24</div></div>	<div><div>27</div><div>14</div></div>	35%	--	57%	78%	O
Treasury	29	<div><div>7</div><div>28</div></div>	<div><div>24</div></div>	<div><div>21</div><div>21</div></div>	34%	48%	57%	78%	O
7. <input type="checkbox"/> There is a promising future for me at the City.									
City of Minneapolis Overall	2,501	<div><div>10</div><div>29</div></div>	<div><div>31</div></div>	<div><div>16</div><div>14</div></div>	39%	43%	56%	60%	O
Finance & Property Services	187	<div><div>6</div><div>36</div></div>	<div><div>32</div></div>	<div><div>16</div><div>11</div></div>	42%	50%	56%	60%	O
Budget/Executive & Risk Management	16	<div><div>44</div></div>	<div><div>31</div></div>	<div><div>25</div></div>	44%	52%	56%	60%	O
Controller	65	<div><div>35</div></div>	<div><div>35</div></div>	<div><div>12</div><div>15</div></div>	37%	45%	56%	60%	O
Development Finance	13	<div><div>23</div><div>54</div></div>	<div><div>23</div></div>		77%	58%	56%	60%	
Procurement	15	<div><div>27</div></div>	<div><div>40</div></div>	<div><div>27</div><div>7</div></div>	27%	--	56%	60%	O
Property Services	49	<div><div>8</div><div>33</div></div>	<div><div>35</div></div>	<div><div>12</div><div>12</div></div>	41%	--	56%	60%	O
Treasury	29	<div><div>10</div><div>34</div></div>	<div><div>28</div></div>	<div><div>17</div><div>10</div></div>	45%	45%	56%	60%	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)





























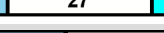







IX) Item Summary

 Indicates Priority Item for Your Group































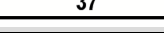







	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable					

Communications

11. Where I work, we are told of upcoming changes in time to prepare for them.

City of Minneapolis Overall	2,515	    			44%	42%	64%	62%	O
Finance & Property Services	189	    			49%	53%	64%	62%	O
Budget/Executive & Risk Management	16	   			75%	57%	64%	62%	S
Controller	67	    			51%	47%	64%	62%	
Development Finance	13	  			85%	58%	64%	62%	S
Procurement	15	    			60%	--	64%	62%	
Property Services	49	   			31%	--	64%	62%	O
Treasury	29	    			41%	52%	64%	62%	O

12. I am well informed about relevant departmental issues.


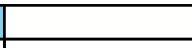
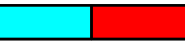




































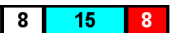

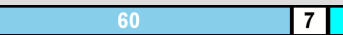







City of Minneapolis Overall	2,518	    			43%	42%	65%	--	O
Finance & Property Services	189	    			44%	51%	65%	--	O
Budget/Executive & Risk Management	16	   			75%	71%	65%	--	S
Controller	67	    			43%	42%	65%	--	O
Development Finance	13	   			69%	50%	65%	--	S
Procurement	15	    			60%	--	65%	--	
Property Services	49	    			27%	--	65%	--	O
Treasury	29	    			41%	48%	65%	--	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



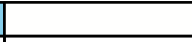



























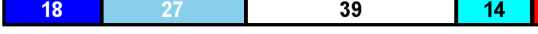



	Valid Returns	 Percent Favorable	 Percent Neutral	 Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Communications									
13. I understand how my work fits into the goals of the City.									
City of Minneapolis Overall	2,519				66%	64%	83%	84%	S
Finance & Property Services	188				77%	76%	83%	84%	S
Budget/Executive & Risk Management	16				100%	90%	83%	84%	S
Controller	66				79%	71%	83%	84%	S
Development Finance	13				100%	83%	83%	84%	S
Procurement	15				73%	--	83%	84%	S
Property Services	49				59%	--	83%	84%	
Treasury	29				83%	69%	83%	84%	S
14. I can easily access the information I need to do my job.									
City of Minneapolis Overall	2,523				67%	64%	81%	--	S
Finance & Property Services	189				60%	65%	81%	--	
Budget/Executive & Risk Management	16				81%	76%	81%	--	S
Controller	67				58%	57%	81%	--	
Development Finance	13				69%	67%	81%	--	
Procurement	15				67%	--	81%	--	
Property Services	49				49%	--	81%	--	O
Treasury	29				62%	67%	81%	--	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



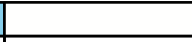




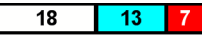


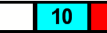









































	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Community Engagement									
15. My department has a positive relationship with the communities we serve.									
City of Minneapolis Overall	2,452		22		64%	58%	81%	--	
Finance & Property Services	176		22		66%	55%	81%	--	S
Budget/Executive & Risk Management	16		31		69%	57%	81%	--	S
Controller	57		19		68%	48%	81%	--	S
Development Finance	12		8		92%	83%	81%	--	S
Procurement	15		7		80%	--	81%	--	S
Property Services	47		26		60%	--	81%	--	
Treasury	29		31		52%	48%	81%	--	
16. My department is actively working to strengthen its relationship with the communities we serve.									
City of Minneapolis Overall	2,408		24		63%	59%	80%	--	
Finance & Property Services	169		37		51%	55%	80%	--	
Budget/Executive & Risk Management	16		25		69%	67%	80%	--	S
Controller	54		43		46%	43%	80%	--	O
Development Finance	12		33		67%	83%	80%	--	S
Procurement	15		27		60%	--	80%	--	
Property Services	44		39		45%	--	80%	--	O
Treasury	28		36		50%	55%	80%	--	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group


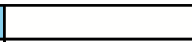
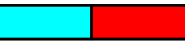
















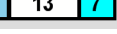





























	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Customer Service & Quality									
17. Where I work, we are continually improving the quality of our services.									
City of Minneapolis Overall	2,510				61%	65%	81%	72%	
Finance & Property Services	188				65%	71%	81%	72%	S
Budget/Executive & Risk Management	16				81%	71%	81%	72%	S
Controller	66				65%	62%	81%	72%	S
Development Finance	13				100%	100%	81%	72%	S
Procurement	15				73%	--	81%	72%	S
Property Services	49				47%	--	81%	72%	O
Treasury	29				66%	71%	81%	72%	S
18. Where I work, customer feedback is used to improve our work processes.									
City of Minneapolis Overall	2,398				50%	51%	73%	65%	O
Finance & Property Services	182				52%	57%	73%	65%	
Budget/Executive & Risk Management	16				63%	57%	73%	65%	
Controller	62				40%	49%	73%	65%	O
Development Finance	12				83%	67%	73%	65%	S
Procurement	14				71%	--	73%	65%	S
Property Services	49				47%	--	73%	65%	O
Treasury	29				59%	60%	73%	65%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group













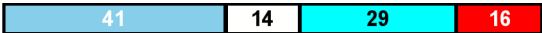


















	Valid Returns	 Percent Favorable	 Percent Neutral	 Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Customer Service & Quality									
19. There is a strong emphasis on customer service in my department.									
City of Minneapolis Overall	2,469				67%	67%	84%	--	S
Finance & Property Services	187				74%	75%	84%	--	S
Budget/Executive & Risk Management	16				81%	71%	84%	--	S
Controller	66				68%	68%	84%	--	S
Development Finance	13				100%	100%	84%	--	S
Procurement	15				80%	--	84%	--	S
Property Services	49				73%	--	84%	--	S
Treasury	28				71%	79%	84%	--	S
20. Where I work, day-to-day decisions demonstrate that providing quality service is a top priority.									
City of Minneapolis Overall	2,502				58%	60%	79%	--	
Finance & Property Services	189				63%	64%	79%	--	
Budget/Executive & Risk Management	16				69%	62%	79%	--	S
Controller	67				60%	60%	79%	--	
Development Finance	13				100%	83%	79%	--	S
Procurement	15				73%	--	79%	--	S
Property Services	49				57%	--	79%	--	
Treasury	29				59%	60%	79%	--	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



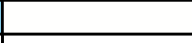










	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Customer Service & Quality									
21. Where I work, employees are getting the training and development needed to keep up with customer demands.									
City of Minneapolis Overall	2,492		20		51%	48%	70%	61%	
Finance & Property Services	189		16		54%	50%	70%	61%	
Budget/Executive & Risk Management	16		13		50%	43%	70%	61%	O
Controller	67		18		54%	48%	70%	61%	
Development Finance	13		15		77%	42%	70%	61%	S
Procurement	15				80%	--	70%	61%	
Property Services	49		14		41%	--	70%	61%	O
Treasury	29		24		55%	50%	70%	61%	
22. Customer problems get corrected quickly.									
City of Minneapolis Overall	2,407		26		59%	57%	75%	72%	
Finance & Property Services	189		26		61%	66%	75%	72%	
Budget/Executive & Risk Management	16		38		56%	62%	75%	72%	
Controller	67		21		67%	68%	75%	72%	S
Development Finance	13		23		77%	75%	75%	72%	S
Procurement	15		7		87%	--	75%	72%	S
Property Services	49		37		43%	--	75%	72%	O
Treasury	29		24		62%	57%	75%	72%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)







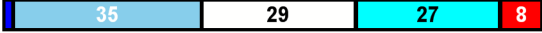

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Customer Service & Quality									
49. Where I work, we set clear performance standards for product/service quality.									
City of Minneapolis Overall	2,494				56%	56%	71%	74%	
Finance & Property Services	186				56%	60%	71%	74%	
Budget/Executive & Risk Management	16				56%	52%	71%	74%	
Controller	67				58%	51%	71%	74%	
Development Finance	12				83%	75%	71%	74%	S
Procurement	15				67%	--	71%	74%	S
Property Services	47				40%	--	71%	74%	O
Treasury	29				59%	69%	71%	74%	

Department Leadership

1. My Department Leadership gives employees a clear picture of the direction that the City is headed.

City of Minneapolis Overall	2,507				47%	48%	68%	66%	O
Finance & Property Services	185				58%	66%	68%	66%	
Budget/Executive & Risk Management	16				69%	71%	68%	66%	S
Controller	65				66%	58%	68%	66%	S
Development Finance	12				75%	75%	68%	66%	S
Procurement	15				47%	--	68%	66%	O
Property Services	49				37%	--	68%	66%	O
Treasury	28				71%	69%	68%	66%	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group






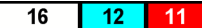


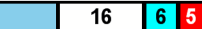











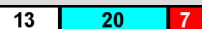


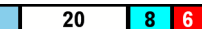


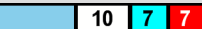
	Valid Returns	<div><div></div><div></div><div></div></div> Percent Favorable	<div><div></div><div></div><div></div></div> Percent Neutral	<div><div></div><div></div><div></div></div> Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity	
Department Leadership										
2. My Department Leadership demonstrates that employees are important to the success of the City.										
City of Minneapolis Overall	2,513	<div><div>17</div><div>32</div><div>15</div><div>19</div><div>17</div></div>			49%	51%	73%	67%	O	
Finance & Property Services	188	<div><div>18</div><div>43</div><div>19</div><div>13</div><div>7</div></div>			61%	66%	73%	67%		
Budget/Executive & Risk Management	16	<div><div>50</div><div>38</div><div>13</div></div>			88%	62%	73%	67%	S	
Controller	67	<div><div>15</div><div>45</div><div>21</div><div>13</div><div>6</div></div>			60%	61%	73%	67%		
Development Finance	12	<div><div>33</div><div>50</div><div>17</div></div>			83%	67%	73%	67%	S	
Procurement	15	<div><div>13</div><div>40</div><div>20</div><div>13</div><div>13</div></div>			53%	--	73%	67%		
Property Services	49	<div><div>8</div><div>37</div><div>24</div><div>20</div><div>10</div></div>			45%	--	73%	67%	O	
Treasury	29	<div><div>17</div><div>52</div><div>7</div><div>14</div><div>10</div></div>			69%	71%	73%	67%		
3. My Department Leadership has the ability to deal with the challenges we face.										
City of Minneapolis Overall	2,503	<div><div>18</div><div>33</div><div>19</div><div>17</div><div>14</div></div>			50%	51%	74%	69%	O	
Finance & Property Services	187	<div><div>14</div><div>47</div><div>21</div><div>11</div><div>6</div></div>			61%	64%	74%	69%		
Budget/Executive & Risk Management	16	<div><div>25</div><div>50</div><div>19</div><div>6</div></div>			75%	76%	74%	69%	S	
Controller	66	<div><div>14</div><div>52</div><div>18</div><div>11</div><div>6</div></div>			65%	56%	74%	69%	S	
Development Finance	12	<div><div>25</div><div>42</div><div>33</div></div>			67%	67%	74%	69%	S	
Procurement	15	<div><div>13</div><div>40</div><div>27</div><div>13</div><div>7</div></div>			53%	--	74%	69%		
Property Services	49	<div><div>8</div><div>39</div><div>27</div><div>18</div><div>8</div></div>			47%	--	74%	69%	O	
Treasury	29	<div><div>17</div><div>55</div><div>14</div><div>7</div><div>7</div></div>			72%	67%	74%	69%	S	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)






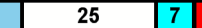


















IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	  	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Department Leadership										
4. My Department Leadership is committed to providing high quality products and services to customers.										
City of Minneapolis Overall	2,500	  	26	35	16 12 11	61%	--	82%	76%	
Finance & Property Services	188	  	25	47	16 6 5	72%	--	82%	76%	S
Budget/Executive & Risk Management	16	  	38	44	19	81%	--	82%	76%	S
Controller	67	  	21	51	18 6	72%	--	82%	76%	S
Development Finance	12	  	50	50		100%	--	82%	76%	S
Procurement	15	  	33	27	13 20 7	60%	--	82%	76%	
Property Services	49	  	18	47	20 8 6	65%	--	82%	76%	S
Treasury	29	  	24	52	10 7 7	76%	--	82%	76%	S

Diversity & Inclusion

23. My department has a strong track record of hiring people from diverse backgrounds.









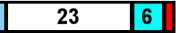








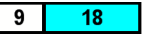





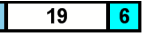


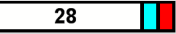

















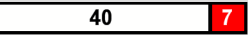






City of Minneapolis Overall	2,376	  	24	42	21 8 5	67%	63%	75%	--	S
Finance & Property Services	175	  	21	45	25 7	66%	68%	75%	--	S
Budget/Executive & Risk Management	14	  	29	57	7 7	86%	62%	75%	--	S
Controller	60	  	22	43	28 5	65%	64%	75%	--	S
Development Finance	11	  	9	36	36 18	45%	33%	75%	--	O
Procurement	15	  	20	40	33 7	60%	--	75%	--	
Property Services	46	  	15	48	28 7	63%	--	75%	--	
Treasury	29	  	31	41	14 7 7	72%	81%	75%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 Percent Favorable	 Percent Neutral	 Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Diversity & Inclusion									
24. The City makes it easy for people from diverse backgrounds to fit in and be accepted.									
City of Minneapolis Overall	2,352				65%	63%	75%	77%	S
Finance & Property Services	179				69%	68%	75%	77%	S
Budget/Executive & Risk Management	15				67%	71%	75%	77%	S
Controller	61				67%	58%	75%	77%	S
Development Finance	11				73%	67%	75%	77%	S
Procurement	15				60%	--	75%	77%	
Property Services	48				75%	--	75%	77%	S
Treasury	29				66%	79%	75%	77%	S
25. City Leadership is committed to creating a work environment that respects diversity and fosters workplace equity.									
City of Minneapolis Overall	2,438				63%	--	73%	--	
Finance & Property Services	184				64%	--	73%	--	
Budget/Executive & Risk Management	15				67%	--	73%	--	S
Controller	65				65%	--	73%	--	S
Development Finance	12				67%	--	73%	--	S
Procurement	15				53%	--	73%	--	
Property Services	48				63%	--	73%	--	
Treasury	29				69%	--	73%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group



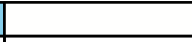
















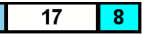









	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Diversity & Inclusion									
26. The City values diversity in gender, race, disability, and thought.									
City of Minneapolis Overall	2,428	19	47	20 8 6	67%	65%	75%	72%	S
Finance & Property Services	182	16	51	24 7	67%	72%	75%	72%	S
Budget/Executive & Risk Management	16	19	56	25	75%	86%	75%	72%	S
Controller	63	13	51	29 5	63%	66%	75%	72%	
Development Finance	12	25	50	8 17	75%	58%	75%	72%	S
Procurement	15	7	47	40 7	53%	--	75%	72%	
Property Services	47	19	51	19 6	70%	--	75%	72%	S
Treasury	29	21	48	17 14	69%	74%	75%	72%	S
27. <input type="checkbox"/> In my department, all employees have equal opportunity for promotion and/or advancement.									
City of Minneapolis Overall	2,453	13	28	17 20 22	41%	--	52%	73%	O
Finance & Property Services	182	10	28	24 19 19	38%	--	52%	73%	O
Budget/Executive & Risk Management	16	19	38	19 19 6	56%	--	52%	73%	
Controller	63	6	30	22 17 24	37%	--	52%	73%	O
Development Finance	11	18	18	55 9	36%	--	52%	73%	O
Procurement	15	7	33	13 33 13	40%	--	52%	73%	O
Property Services	49		31	29 18 18	35%	--	52%	73%	O
Treasury	28	25	14	18 18 25	39%	--	52%	73%	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)









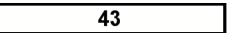


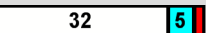


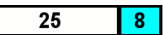





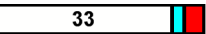



IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Elected Officials									
68. As a City employee, it matters very much to me what Elected Officials think about the work that we do.									
City of Minneapolis Overall	2,490				69%	72%	79%	--	S
Finance & Property Services	185				71%	68%	79%	--	S
Budget/Executive & Risk Management	16				88%	90%	79%	--	S
Controller	66				67%	65%	79%	--	S
Development Finance	12				75%	67%	79%	--	S
Procurement	15				80%	--	79%	--	S
Property Services	48				63%	--	79%	--	
Treasury	28				79%	69%	79%	--	S

Employee Involvement

28. I actively seek out and encourage diverse ideas, opinions, and perspectives in working with others.

City of Minneapolis Overall	2,459				66%	--	74%	--	S
Finance & Property Services	181				64%	--	74%	--	
Budget/Executive & Risk Management	14				57%	--	74%	--	
Controller	65				62%	--	74%	--	
Development Finance	12				67%	--	74%	--	S
Procurement	15				67%	--	74%	--	S
Property Services	46				61%	--	74%	--	
Treasury	29				76%	--	74%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group



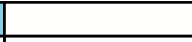


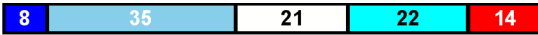















	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Employee Involvement									
29. When employees have good ideas, management makes use of them.									
City of Minneapolis Overall	2,471	9 30	22	20 18	40%	32%	62%	59%	O
Finance & Property Services	184	5 39	30	14 11	44%	38%	62%	59%	O
Budget/Executive & Risk Management	16	6 50	31	13	56%	55%	62%	59%	
Controller	64	33	33	23 9	34%	23%	62%	59%	O
Development Finance	13	8 62	31		69%	33%	62%	59%	S
Procurement	15	7 47	20	27	53%	--	62%	59%	
Property Services	48	33	35	15 15	35%	--	62%	59%	O
Treasury	28	18 39	21	7 14	57%	45%	62%	59%	
30. <input type="checkbox"/> City employees are encouraged to be innovative, that is, to develop new and better ways of doing things.									
City of Minneapolis Overall	2,489	12 35	21	17 15	47%	45%	64%	73%	O
Finance & Property Services	188	13 45	23	9 10	59%	61%	64%	73%	
Budget/Executive & Risk Management	16	25 56	13	6	81%	71%	64%	73%	S
Controller	66	8 47	29	6 11	55%	55%	64%	73%	
Development Finance	13	23 54	23		77%	67%	64%	73%	S
Procurement	15	13 53	7	7 20	67%	--	64%	73%	
Property Services	49	10 35	31	16 8	45%	--	64%	73%	O
Treasury	29	21 45	10	14 10	66%	57%	64%	73%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



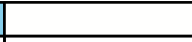


















	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Employee Involvement									
31. City employees are encouraged to participate in making decisions that affect their work.									
City of Minneapolis Overall	2,491				43%	41%	64%	75%	O
Finance & Property Services	186				52%	55%	64%	75%	
Budget/Executive & Risk Management	16				94%	67%	64%	75%	S
Controller	64				41%	45%	64%	75%	O
Development Finance	13				69%	50%	64%	75%	S
Procurement	15				60%	--	64%	75%	
Property Services	49				49%	--	64%	75%	O
Treasury	29				48%	60%	64%	75%	O
32. I believe part of my job responsibility is to take the initiative to improve City services.									
City of Minneapolis Overall	2,496				77%	74%	85%	--	S
Finance & Property Services	187				81%	82%	85%	--	S
Budget/Executive & Risk Management	16				94%	86%	85%	--	S
Controller	65				80%	78%	85%	--	S
Development Finance	13				92%	83%	85%	--	S
Procurement	15				87%	--	85%	--	S
Property Services	49				76%	--	85%	--	S
Treasury	29				79%	83%	85%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Ethics									
37. Where I work, ethical issues can be discussed without negative consequences.									
City of Minneapolis Overall	2,452				52%	48%	64%	65%	
Finance & Property Services	181				59%	60%	64%	65%	
Budget/Executive & Risk Management	15				87%	62%	64%	65%	S
Controller	62				56%	56%	64%	65%	
Development Finance	12				75%	67%	64%	65%	S
Procurement	15				67%	--	64%	65%	S
Property Services	49				55%	--	64%	65%	
Treasury	28				46%	55%	64%	65%	O
38. The people I work with comply with the City's Ethics in Government Code.									
City of Minneapolis Overall	2,462				69%	66%	77%	--	S
Finance & Property Services	185				76%	79%	77%	--	S
Budget/Executive & Risk Management	16				94%	95%	77%	--	S
Controller	65				72%	70%	77%	--	S
Development Finance	12				75%	92%	77%	--	S
Procurement	15				80%	--	77%	--	S
Property Services	49				78%	--	77%	--	S
Treasury	28				71%	79%	77%	--	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group



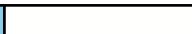


































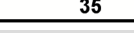







	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Ethics									
39. <input type="checkbox"/> City Leadership complies with the City's Ethics in Government Code.									
City of Minneapolis Overall	2,265	12 44	24	11 9	56%	--	72%	--	
Finance & Property Services	167	12 53	25	6	65%	--	72%	--	S
Budget/Executive & Risk Management	14	7 57	36		64%	--	72%	--	
Controller	58	10 55	21	9 5	66%	--	72%	--	S
Development Finance	12	17 42	33	8	58%	--	72%	--	
Procurement	14	7 36	36	7 14	43%	--	72%	--	O
Property Services	43	12 67	21		79%	--	72%	--	S
Treasury	26	19 38	27	12	58%	--	72%	--	
40. <input type="checkbox"/> My Department Leadership complies with the City's Ethics in Government Code.									
City of Minneapolis Overall	2,354	19 43	20	9 9	62%	--	80%	--	
Finance & Property Services	179	21 50	22		71%	--	80%	--	S
Budget/Executive & Risk Management	14	29 64	7		93%	--	80%	--	S
Controller	64	14 56	19	6 5	70%	--	80%	--	S
Development Finance	12	25 67	8		92%	--	80%	--	S
Procurement	14	36 14	36	14	50%	--	80%	--	O
Property Services	47	19 51	23		70%	--	80%	--	S
Treasury	28	25 39	32		64%	--	80%	--	

City of Minneapolis 2011 Employee Engagement Survey


































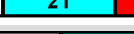






Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 	  	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Ethics											
41. I would report suspected violations of the City's Ethics in Government Code.											
City of Minneapolis Overall	2,453						68%	66%	78%	--	S
Finance & Property Services	188						73%	80%	78%	--	S
Budget/Executive & Risk Management	16						88%	90%	78%	--	S
Controller	66						73%	78%	78%	--	S
Development Finance	13						77%	67%	78%	--	S
Procurement	15						87%	--	78%	--	S
Property Services	49						59%	--	78%	--	
Treasury	29						83%	79%	78%	--	S

Immediate Supervisor

42. My immediate supervisor does a good job at "managing the work," that is, making appropriate work assignments, setting priorities, scheduling, etc.											
City of Minneapolis Overall	2,494						66%	67%	73%	66%	
Finance & Property Services	186						62%	68%	73%	66%	
Budget/Executive & Risk Management	16						69%	76%	73%	66%	S
Controller	67						70%	62%	73%	66%	S
Development Finance	12						67%	75%	73%	66%	S
Procurement	15						80%	--	73%	66%	S
Property Services	48						50%	--	73%	66%	O
Treasury	28						50%	69%	73%	66%	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group


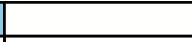



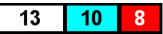


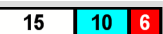


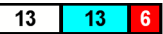
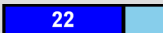
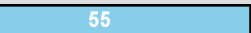









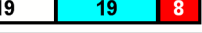



	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Immediate Supervisor									
43. My immediate supervisor does a good job at "people management," that is, dealing with the people who work for him/her.									
City of Minneapolis Overall	2,510	28	36	12	64%	65%	73%	65%	
Finance & Property Services	187	28	33	12	61%	66%	73%	65%	
Budget/Executive & Risk Management	16	19	50	19	69%	71%	73%	65%	S
Controller	67	31	37	9	69%	65%	73%	65%	
Development Finance	13	46	31	23	77%	58%	73%	65%	S
Procurement	15	47	13	20	60%	--	73%	65%	
Property Services	47	23	23	6	47%	--	73%	65%	O
Treasury	29	17	38	14	55%	62%	73%	65%	
44. My immediate supervisor treats employees fairly.									
City of Minneapolis Overall	2,502	32	37	12	69%	70%	78%	74%	S
Finance & Property Services	184	30	38	12	68%	70%	78%	74%	
Budget/Executive & Risk Management	15	27	47	20	73%	71%	78%	74%	S
Controller	65	26	46	9	72%	73%	78%	74%	S
Development Finance	13	54	38	8	92%	67%	78%	74%	S
Procurement	15	53	13	7	67%	--	78%	74%	
Property Services	47	30	26	15	55%	--	78%	74%	
Treasury	29	21	45	14	66%	60%	78%	74%	

City of Minneapolis 2011 Employee Engagement Survey









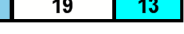


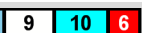




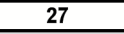



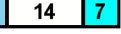



Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 Percent Favorable	 Percent Neutral	 Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Immediate Supervisor									
45. My immediate supervisor clearly communicates what I am expected to do.									
City of Minneapolis Overall	2,502				69%	70%	79%	75%	S
Finance & Property Services	188				68%	76%	79%	75%	S
Budget/Executive & Risk Management	16				69%	71%	79%	75%	S
Controller	67				78%	74%	79%	75%	S
Development Finance	13				85%	75%	79%	75%	S
Procurement	15				87%	--	79%	75%	S
Property Services	48				54%	--	79%	75%	
Treasury	29				52%	76%	79%	75%	

Pay & Benefits



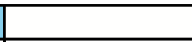





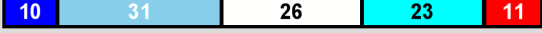












46. The employee benefit plans offered by the City meet my needs.									
City of Minneapolis Overall	2,454				72%	64%	81%	70%	S
Finance & Property Services	184				73%	80%	81%	70%	S
Budget/Executive & Risk Management	16				69%	95%	81%	70%	S
Controller	67				75%	78%	81%	70%	S
Development Finance	13				85%	92%	81%	70%	S
Procurement	15				60%	--	81%	70%	
Property Services	44				80%	--	81%	70%	S
Treasury	29				62%	79%	81%	70%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



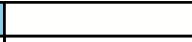


















	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable					
Pay & Benefits									
47. My pay is competitive compared to people doing similar jobs in other organizations.									
City of Minneapolis Overall	2,448				55%	50%	64%	51%	
Finance & Property Services	180				50%	53%	64%	51%	O
Budget/Executive & Risk Management	16				50%	52%	64%	51%	O
Controller	62				40%	47%	64%	51%	O
Development Finance	12				83%	58%	64%	51%	S
Procurement	14				21%	--	64%	51%	O
Property Services	48				60%	--	64%	51%	
Treasury	28				54%	67%	64%	51%	
48. The City supports me via programs, resources, etc., in attaining my health and wellness goals.									
City of Minneapolis Overall	2,459				74%	--	83%	71%	S
Finance & Property Services	187				76%	--	83%	71%	S
Budget/Executive & Risk Management	16				88%	--	83%	71%	S
Controller	67				73%	--	83%	71%	S
Development Finance	13				92%	--	83%	71%	S
Procurement	15				67%	--	83%	71%	S
Property Services	47				77%	--	83%	71%	S
Treasury	29				72%	--	83%	71%	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



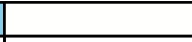


	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Performance Feedback									
50. My performance on the job is evaluated fairly.									
City of Minneapolis Overall	2,435				65%	65%	74%	67%	S
Finance & Property Services	179				68%	68%	74%	67%	S
Budget/Executive & Risk Management	15				80%	67%	74%	67%	S
Controller	62				61%	64%	74%	67%	
Development Finance	13				100%	83%	74%	67%	S
Procurement	15				80%	--	74%	67%	S
Property Services	46				63%	--	74%	67%	
Treasury	28				61%	67%	74%	67%	
51. My immediate supervisor gives me useful feedback on how well I'm doing my job.									
City of Minneapolis Overall	2,509				64%	63%	70%	64%	
Finance & Property Services	186				61%	63%	70%	64%	
Budget/Executive & Risk Management	16				69%	62%	70%	64%	S
Controller	66				65%	58%	70%	64%	
Development Finance	13				77%	50%	70%	64%	S
Procurement	15				87%	--	70%	64%	S
Property Services	48				46%	--	70%	64%	O
Treasury	28				50%	67%	70%	64%	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 		 	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
		Percent Favorable	Percent Neutral	Percent Unfavorable					



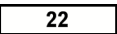




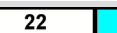




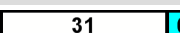




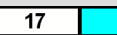





















Performance Feedback

52. I had a performance appraisal in the past 12 months.

City of Minneapolis Overall	2,394	<div><div>25</div><div>47</div><div>7</div><div>11</div><div>9</div></div>	73%	69%	60%	--	
Finance & Property Services	174	<div><div>20</div><div>53</div><div>7</div><div>11</div><div>8</div></div>	73%	61%	60%	--	
Budget/Executive & Risk Management	15	<div><div>40</div><div>60</div></div>	100%	43%	60%	--	S
Controller	60	<div><div>10</div><div>37</div><div>8</div><div>28</div><div>17</div></div>	47%	51%	60%	--	O
Development Finance	13	<div><div>54</div><div>38</div><div>8</div></div>	92%	67%	60%	--	S
Procurement	14	<div><div>57</div><div>21</div><div>14</div><div>7</div></div>	57%	--	60%	--	
Property Services	45	<div><div>22</div><div>69</div><div>7</div><div>1</div></div>	91%	--	60%	--	S
Treasury	27	<div><div>22</div><div>63</div><div>7</div><div>1</div><div>1</div></div>	85%	86%	60%	--	S

Recognition

53. I receive recognition that is meaningful to me.

City of Minneapolis Overall	2,492	    	50%	--	62%	--	O
Finance & Property Services	185	    	46%	--	62%	--	O
Budget/Executive & Risk Management	16	    	50%	--	62%	--	O
Controller	63	    	44%	--	62%	--	O
Development Finance	13	   	69%	--	62%	--	S
Procurement	15	    	60%	--	62%	--	
Property Services	49	    	43%	--	62%	--	O
Treasury	29	    	38%	--	62%	--	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group

	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Recognition									
54. <input type="checkbox"/> I feel valued as an employee of the City.									
City of Minneapolis Overall	2,518	13 34	20	18 16	46%	45%	69%	62%	O
Finance & Property Services	189	10 43	19	21 8	53%	57%	69%	62%	
Budget/Executive & Risk Management	16	6 56	19	19	63%	67%	69%	62%	
Controller	67	48	19	21 7	52%	55%	69%	62%	
Development Finance	13	23 62	8	8	85%	67%	69%	62%	S
Procurement	15	7 47	13	27 7	53%	--	69%	62%	
Property Services	49	10 39	20	22 8	49%	--	69%	62%	O
Treasury	29	17 24	21	21 17	41%	50%	69%	62%	O
55. <input type="checkbox"/> I regularly receive appropriate recognition when I do a good job.									
City of Minneapolis Overall	2,504	12 33	23	19 13	44%	43%	57%	58%	O
Finance & Property Services	189	6 39	22	22 11	44%	48%	57%	58%	O
Budget/Executive & Risk Management	16	13 31	25	25 6	44%	52%	57%	58%	O
Controller	67	43	19	25 9	46%	45%	57%	58%	O
Development Finance	13	15 62	15	8	77%	50%	57%	58%	S
Procurement	15	13 40	27	20	53%	--	57%	58%	
Property Services	49	31	27	27 16	31%	--	57%	58%	O
Treasury	29	10 34	21	17 17	45%	40%	57%	58%	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)









































IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	<div><div></div><div></div></div> Percent Favorable	<div><div></div><div></div></div> Percent Neutral	<div><div></div><div></div></div> Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Recognition									
56. Where I work, employees are recognized for delivering outstanding customer service.									
City of Minneapolis Overall	2,446	<div><div>12</div><div>37</div></div>	<div><div>22</div></div>	<div><div>18</div><div>10</div></div>	49%	47%	66%	62%	O
Finance & Property Services	179	<div><div>10</div><div>32</div></div>	<div><div>30</div></div>	<div><div>20</div><div>9</div></div>	42%	37%	66%	62%	O
Budget/Executive & Risk Management	15	<div><div>7</div><div>27</div></div>	<div><div>40</div></div>	<div><div>27</div></div>	33%	52%	66%	62%	O
Controller	61	<div><div>21</div></div>	<div><div>34</div></div>	<div><div>30</div><div>11</div></div>	25%	26%	66%	62%	O
Development Finance	11	<div><div>18</div><div>55</div></div>	<div><div>18</div><div>9</div></div>		73%	25%	66%	62%	S
Procurement	14	<div><div>7</div><div>36</div></div>	<div><div>36</div></div>	<div><div>14</div><div>7</div></div>	43%	--	66%	62%	O
Property Services	49	<div><div>10</div><div>31</div></div>	<div><div>33</div></div>	<div><div>18</div><div>8</div></div>	41%	--	66%	62%	O
Treasury	29	<div><div>24</div><div>48</div></div>	<div><div>10</div><div>7</div><div>10</div></div>		72%	45%	66%	62%	S

Training & Development

60. I receive the training I need to perform my current job effectively.

City of Minneapolis Overall	2,511						62%	62%	75%	75%	
Finance & Property Services	186						57%	71%	75%	75%	
Budget/Executive & Risk Management	16						75%	62%	75%	75%	S
Controller	67						58%	71%	75%	75%	
Development Finance	12						100%	83%	75%	75%	S
Procurement	14						71%	--	75%	75%	S
Property Services	48						38%	--	75%	75%	O
Treasury	29						52%	67%	75%	75%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

☐ Indicates Priority Item for Your Group


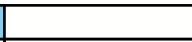
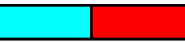





































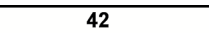




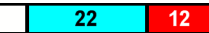
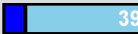


	Valid Returns	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Training & Development									
61. <input type="checkbox"/> I am satisfied with my opportunity for career development in the City.									
City of Minneapolis Overall	2,486	8 34	22	21 15	42%	43%	54%	59%	O
Finance & Property Services	185	38	26	15 17	42%	51%	54%	59%	O
Budget/Executive & Risk Management	15	33	40	20 7	33%	48%	54%	59%	O
Controller	66	38	24	18 18	39%	49%	54%	59%	O
Development Finance	13	15 38	38	8	54%	58%	54%	59%	
Procurement	14	43	21	14 21	43%	--	54%	59%	O
Property Services	48	35	27	17 17	40%	--	54%	59%	O
Treasury	29	45	21	10 21	48%	45%	54%	59%	O
62. <input type="checkbox"/> I am satisfied with my access to learning and development opportunities.									
City of Minneapolis Overall	2,508	10 44	21	16 9	54%	--	68%	67%	
Finance & Property Services	187	6 54	18	14 7	60%	--	68%	67%	
Budget/Executive & Risk Management	16	6 69	19	6	75%	--	68%	67%	S
Controller	66	6 59	12	15 8	65%	--	68%	67%	
Development Finance	13	15 77	8		92%	--	68%	67%	S
Procurement	14	64	14	14 7	64%	--	68%	67%	
Property Services	49	6 35	31	16 12	41%	--	68%	67%	O
Treasury	29	7 52	17	17 7	59%	--	68%	67%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group



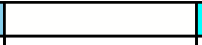





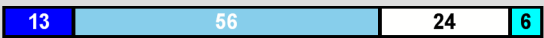









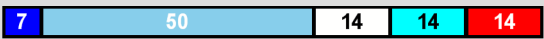


	Valid Returns	 Percent Favorable	 Percent Neutral	 Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Training & Development									
63. My immediate supervisor supports my ongoing learning and development.									
City of Minneapolis Overall	2,481				67%	66%	74%	--	S
Finance & Property Services	186				67%	69%	74%	--	S
Budget/Executive & Risk Management	16				81%	76%	74%	--	S
Controller	65				65%	68%	74%	--	S
Development Finance	13				85%	67%	74%	--	S
Procurement	14				93%	--	74%	--	S
Property Services	49				51%	--	74%	--	
Treasury	29				69%	67%	74%	--	S
64. The process for selecting people for special assignments/projects is fair.									
City of Minneapolis Overall	2,424				40%	38%	56%	--	O
Finance & Property Services	178				44%	45%	56%	--	O
Budget/Executive & Risk Management	16				63%	43%	56%	--	
Controller	59				39%	40%	56%	--	O
Development Finance	12				58%	58%	56%	--	
Procurement	14				50%	--	56%	--	O
Property Services	49				41%	--	56%	--	O
Treasury	28				43%	43%	56%	--	O

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group


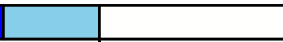
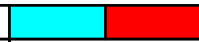
	Valid Returns	    	Percent Favorable	Percent Neutral	Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Work Environment										
57. Safety in the workplace is a high priority.										
City of Minneapolis Overall	2,445		28	45	15	73%	69%	83%	85%	S
Finance & Property Services	178		19	57	19	75%	65%	83%	85%	S
Budget/Executive & Risk Management	14		14	57	14	71%	67%	83%	85%	S
Controller	62		13	56	24	69%	56%	83%	85%	S
Development Finance	12		17	50	17	67%	67%	83%	85%	S
Procurement	14		21	57	14	79%	--	83%	85%	S
Property Services	48		25	56	15	81%	--	83%	85%	S
Treasury	28		21	61	18	82%	76%	83%	85%	S
58. I am satisfied with my overall physical work environment (e.g. ventilation, noise, lighting, space).										
City of Minneapolis Overall	2,509		15	47	14	62%	57%	72%	71%	
Finance & Property Services	187		14	56	13	70%	69%	72%	71%	S
Budget/Executive & Risk Management	16		6	88	6	94%	76%	72%	71%	S
Controller	67		10	55	12	66%	66%	72%	71%	
Development Finance	12		33	50	8	83%	92%	72%	71%	S
Procurement	14		7	50	14	57%	--	72%	71%	
Property Services	49		20	49	22	69%	--	72%	71%	S
Treasury	29		10	59	7	69%	57%	72%	71%	

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns				2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Work Environment									
59. Where I work, I am treated with dignity and respect.									
City of Minneapolis Overall	2,509	17	48	16 10 9	65%	--	79%	79%	S
Finance & Property Services	186	14	54	18 8 6	68%	--	79%	79%	S
Budget/Executive & Risk Management	16	19	75	6	94%	--	79%	79%	S
Controller	66	12	58	18 5 8	70%	--	79%	79%	S
Development Finance	12	33	58	8	92%	--	79%	79%	S
Procurement	14	21	43	29 7	64%	--	79%	79%	
Property Services	49		51	24 16	55%	--	79%	79%	
Treasury	29	21	41	17 7 14	62%	--	79%	79%	

Work Support


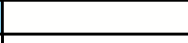

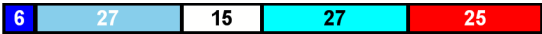

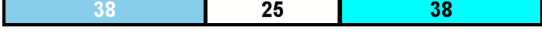
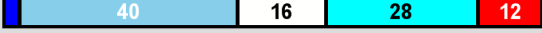

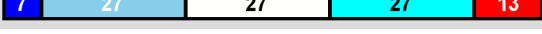
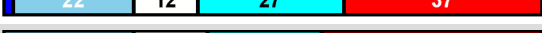









65. The people I work with cooperate to get the job done.									
City of Minneapolis Overall	2,524	27	49	13 7	76%	77%	80%	80%	S
Finance & Property Services	187	25	58	9 7	83%	82%	80%	80%	S
Budget/Executive & Risk Management	16	50	50		100%	90%	80%	80%	S
Controller	66	21	61	12 5	82%	77%	80%	80%	S
Development Finance	13	54	46		100%	100%	80%	80%	S
Procurement	14	29	57	7 7	86%	--	80%	80%	S
Property Services	49	20	55	10 14	76%	--	80%	80%	S
Treasury	29	14	66	7 10	79%	79%	80%	80%	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

IX) Item Summary

 Indicates Priority Item for Your Group

	Valid Returns	 Percent Favorable	 Percent Neutral	 Percent Unfavorable	2011 % Fav	2009 % Fav	City's Most Engaged Units	Kenexa US World Norm	Strength/ Opportunity
Work Support									
66. Where I work, we have enough people to get the work done.									
City of Minneapolis Overall	2,526				33%	40%	49%	56%	O
Finance & Property Services	189				37%	37%	49%	56%	O
Budget/Executive & Risk Management	16				38%	52%	49%	56%	O
Controller	67				43%	36%	49%	56%	O
Development Finance	13				85%	83%	49%	56%	S
Procurement	15				33%	--	49%	56%	O
Property Services	49				24%	--	49%	56%	O
Treasury	29				24%	19%	49%	56%	O
67. I have access to the resources (e.g. equipment, information, materials, technology) I need to do my job effectively.									
City of Minneapolis Overall	2,532				61%	60%	75%	72%	
Finance & Property Services	189				67%	71%	75%	72%	S
Budget/Executive & Risk Management	16				63%	67%	75%	72%	
Controller	67				69%	71%	75%	72%	S
Development Finance	13				92%	75%	75%	72%	S
Procurement	15				53%	--	75%	72%	
Property Services	49				59%	--	75%	72%	
Treasury	29				76%	67%	75%	72%	S

City of Minneapolis 2011 Employee Engagement Survey

Finance & Property Services (Combined Budget/Executive & Risk Management)

About Kenexa

Kenexa® provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.

We seek to transform the global workforce by identifying the best individuals for every job and creating the best work environments for every organization. Our unified products and services include:

- Recruitment Process Outsourcing
- Employment Branding
- Employee Assessments
- Recruitment Technology
- On-boarding
- Performance Management
- Employee Surveys
- Learning Management
- Leadership Solutions

Kenexa Employee Surveys Overview

Kenexa Employee Surveys are designed to gather confidential feedback to facilitate communication and enhance workforce performance. We have been entrusted by organizations of all sizes worldwide to deliver confidential survey results. Our goal in administering Employee Surveys is to help your company create a high performance organization and an engaged workforce.

Our depth of experience, proven track record, high client retention rate, industry leading normative data and global footprint make us the leader in organizational surveys. Our Survey solutions are intuitive and customized—making them easy for your survey champions, employees and managers to use.

Our data integrity process uses the highest standards to deliver the most accurate survey results for your organization. We employ approximately 100 industrial organizational (I/O) psychologists, process consultants and statisticians to optimize the individual human potential and collective human potential of your organization. Our in-house business consultants and subject matter experts analyze business metrics and link employee performance to business outcomes.

We believe that no matter who they are, or what part of the world they live in, people define themselves by the work they do. When people are in jobs they love, and are in environments that maximize their potential, they are not only more productive employees, they are better parents, friends, partners and neighbors. Our work is to make this happen for everyone.

We are the only company in the marketplace that uses survey results and data to pinpoint and improve other areas of the employee lifecycle—multiplying business success across your organization. To learn more about Kenexa, please visit www.kenexa.com.